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dustrial unions. Its treatment of the growth of industrialism during the past three years is especially useful. The philosophy of the industrialists is also well handled. Considerable attention is devoted to the differences in the viewpoints of the various unions as well as to the beliefs which they hold in common. It is clearly shown why industrial unionism, more than craft unionism, should advocate the democratic ownership and control of industry and champion the doctrine of the class struggle. Although the author contends that the industrial form of organization is likely to gain ground in the future, she does not believe that it is suited to all types of employment. The trade union will hold its own in many fields. Furthermore, she takes issue with those advocates of industrialism who contend that their system will abolish all jurisdictional disputes. Lines of demarcation between industries are often blurred.

The publishers have placed the volume on the market as a "business book." It should be an interesting experiment to approach the average business man with a book which describes the Industrial Workers of the World, even though this organization, as the author shows, has recently turned to the study of industrial management, technical processes, and blue prints.

FRANK T. STOCKTON.

University of South Dakota.

NEW BOOKS

ANDREW, J. B. *Labor problems and labor legislation*. Second edition, completely revised. (New York: Am. Assoc. for Labor Legis., 131 East 23d St. 1922. Pp. 135.)

ASKWITH, LORD. *Industrial problems and disputes*. (New York: Harcourt, Brace & Co. 1921. Pp. x, 494. \$5.)

Lord Askwith writes from a long and successful experience as a mediator and arbitrator in industrial disputes. After several years of intermittent service undertaken at the request of the Board of Trade under the Conciliation act, during which time he continued to follow his profession of law, he entered the civil service in 1907 to give his entire time to the harmonizing of industrial relations. In 1911 he was made Chief Industrial Commissioner. He retired at the end of 1918 with the recognition of elevation to the peerage. His industrial memoirs constitute one of the most valuable contributions in English on the causes and methods of settlement of industrial disputes.

The book is in the form of a narrative, interspersed with comment and criticism. It gives us an "inside" history of all the important disputes in the United Kingdom during the period of Lord Askwith's activity. His account of the issues, the attendant circumstances adding to the difficulty of settlement, and the steps taken to secure adjustment, is most enlightening. The individual disputes are not treated as isolated occurrences but stand revealed as the product of general causes and tendencies. The interaction of demands and successes in one trade upon other trades is clearly brought out. Nor does he neglect to give us his impressions of

the leading actors and the incidents of human interest. It is not at all an impersonal account.

Much discussion is given to machinery and methods of governmental intervention in industrial disputes. There is an interesting chapter on the failure of the Industrial Council, established in 1911, of which the author was the first chairman, and another on his visit to Canada in 1912 to study the workings of the Canadian Industrial Disputes act. There is a great deal that is not to be found in the official reports. When he comes to the activities of the government in relation to labor during the war, he makes scathing criticisms of the policy, or lack of policy, of the Cabinet. He is especially severe on certain ministers who undertook to intervene.

Lord Askwith does not restrict himself to a discussion of industrial disputes. He is deeply concerned over the choice of occupations and the training of young workers. He gives his first five chapters to this subject. He expresses dissatisfaction with the labor exchanges and the government policy as to unemployment generally. He has great respect for the operation of economic forces and shows deep sympathy with the aspirations of the workers. These are not to be satisfied, he holds, through syndicalism or socialism, Marxian or guild.

D. A. McC.

BRODERICK, J. T. *Pulling together*. (Schenectady, N. Y.: Robson & Adee. 1922. Pp. 141. \$1.)

A sympathetic discussion of the relations of capital and labor and a plea for employee representation in the management of industry. The author has had extensive business experience.

DE MONTGOMERY, B. G. *British and continental labour policy*. (London: Routledge. 1922. 21s.)

FELT, D. E. *Is organized labor slipping?* (Chicago: Felt & Tarrant Manufacturing Co.)

HODGSKIN, T. *Labour defended*. Introduction by G. D. H. COLE. (London: Labour Pub. Co. 1922. 1s. 6d.)

MEYER, E. *Die zukünftigen deutschen Arbeitsgerichte*. (Berlin: Engelmann. 1922.)

MORROW, E. H. *The Lynn plan of representation*. (Lynn, Mass.: General Electric Co. 1921. Pp. 48.)

Thesis submitted in partial fulfillment of the requirements for the degree of Master in Business Administration at the Harvard School of Business Administration.

ORTH, S. P. *The armies of labor; a chronicle of the organized wage-earners*. (New Haven: Yale Univ. Press. 1921. Pp. ix, 279.)

PAGE, K. *Collective bargaining; an ethical evaluation of some phases of trade unionism and the open shop movement*. (New York: Doran. 1922. Pp. 32. 10c.)

SCELLE, G. *Le droit ouvrier*. (Paris: Lib. Armand Colin. 1922. Pp. 210. 5 fr.)

A discussion of the rights of the workingman under the French law, and a history of their development from the time of the French Revolution till today. The author's conclusion is that the present weakening

of the power of organized labor in France is only temporary; he looks forward to the development of that power through a combination of unionism and syndicalism by which "the union shall become the representative of organization by trades," and the acts of the "councils" of workmen and employers, from the shop council up to the national council, shall be recognized by the law and lead to a more coöperative spirit and the abolition of strikes. By the way is an interesting discussion of compulsory arbitration.

R. R. W.

SNOWDEN, MRS. P., THOMAS, J. H. and others. *What we want and why.* (London: Collins. 1922. 7s. 6d.)

STONE, G. *A history of labour.* (New York: Macmillan Co. 1922. Pp. 416.)

The author describes his work in the preface as "a humble attempt to depict in the broadest manner possible the history of the masses, not only in England, but in other countries also, from the days when they were slaves to the days when they are free." Tested by the standards of scholarly writing the book falls far short of the promise of its title. It is incomplete in its treatment of many situations which it takes up, and it is weak in its exposition of the workings of the economic forces which have brought about great changes in the position of agricultural and industrial labor. The references to other countries than England are incidental rather than complementary. As a history of the masses it adds nothing to the facts already available in standard works and it leaves out much that is essential to a well-balanced historical account.

The reason for the book, however, is quite other than the impersonal writing down of the results of scholarly research. The author's purpose is frankly to show that "natural tendencies favour evolution and oppose most sharply revolution." It is an argument for parliamentary action as against direct action. He attempts also to throw the guild socialists into confusion by showing that political democracy has not left the ordinary man substantially in the old bondage but has advanced his economic condition and can be used to advance it much more. So dominant is this thought that majority rule is the way of economic salvation for the masses that he makes the Reform Bill of 1832 the dividing line between the two parts of the book, the "Past" and the "Present."

The "Past" occupies over half the book. The "Present" opens with a chapter depicting the struggle for the reform of the parliamentary franchise. The story moves on rapidly thereafter through factory acts, minimum wage laws, housing acts and provision for free education. Here, as in part one, interesting and graphic descriptions are woven into the warp of well-known facts. The trade unions are not assigned a very important part in the upward movement. They get but one chapter for themselves and this is the last chapter of the "Past." It deals largely with their legal position and political activities, and ends with a warning against direct action. The final chapter is an argument against nationalization of the coal mines.

D. A. McC.

VALDOUR, J. *Ouvriers parisiens d'après-guerre.* (Paris: Rousseau. 1921.)

VERNON, H. M. *Industrial fatigue and efficiency.* (London: Routledge. New York: Dutton. 1921. Pp. viii, 264. \$5.)

Innumerable tables and graphs, and the citation of data concerning the production of bobbin-winders, metal-polishers, drillers, riveters, weavers, coal miners, and workers in many other occupations make this volume a storehouse of concrete facts regarding production and fatigue. The problems of hourly, daily and seasonable output, length of day, night work, over-time, shifts, breaks, rest periods, limitation of output, lost time, sickness, accidents, and mortality are all treated with considerable industrial data. Rather too little space, as a matter of fact, is devoted to interpretation of the data; and the reader, impressed with the infinite number of variables affecting production through subjective or objective fatigue, is likely to be more bewildered than inspired by the inclusiveness of the experimental method. Summaries isolating the salient facts would greatly enhance the value of the book.

CHARLES LEONARD STONE.

WATKINS, G. S. *An introduction to the study of labor problems.* (New York: Crowell. 1922. Pp. xv, 664. \$3.)

WOODBURY, H. S. *The working children of Boston—study of child labor under a modern system of legal regulation.* Children's Bureau pub. no. 89. (Washington: Supt. Docs. 1922. 25c.)

Clothing workers of Chicago, 1910-1922. (Chicago: Amalgamated Clothing Workers of America, 31 Union Sq. 1922. Pp. 424.)

Engineering trades dispute, 1922. Report of the Court of Inquiry appointed under the Industrial Courts act, 1919. (London: H. M.'s Stationery Office. 1922. 6d.)

Less than a living wage. (New York: Consumers' League of N. Y., 289 Fourth Ave. 1921. Pp. 9.)

List of societies affiliated to the Labour party. (London: The Labour Party, 33 Eccleston Sq. 1922. Pp. 59.)

Report of the executive committee of the Labour party, 1921-1922. (London: The Labour Party. 1922. Pp. 140.)

A study in labor mobility. By the Industrial Research Department, Wharton School of Finance and Commerce, University of Pennsylvania. Supplement to *The Annals*, vol. CIII, no. 192, Sept., 1922. (Philadelphia: Am. Academy Pol. and Soc. Sci. 1922. Pp. 75.)

In coöperation with a number of firms representing a wide variety of employments, the Industrial Research Department of the Wharton School has undertaken to carry on a series of continuing investigations of personnel problems in the Philadelphia district. Two distinctive features are the limitation of area and the continuous reporting of data by the employers in accordance with instructions furnished by the Department. Of these investigations, the study of labor mobility, begun in January, 1921, is the first fruit. The monograph presents an outline of the scope and method of the investigation and a preliminary report of findings, based on the data secured in the first eighteen months. The study has been made and the report prepared under the direction of Miss Anna Bezanson. It is a modest and highly suggestive introduction to an important piece of research—important in method as well as in subject. Further reports on the progress and results of this study will be awaited with interest.

D. A. McCABE.

Two investigations in potters' shops. Reports to the Industrial Fatigue Board. (London: H. M.'s Stationery Office. 1922. 2s. 6d.)

Wage changes in various countries, 1914-1921. (Geneva: International Labor Office. 1922. Pp. 76. 40c.)

Wages in foreign countries. Research report no. 53. (New York: National Industrial Conference Board. 1922. Pp. 131. \$1.50.)

Wages and hours in American manufacturing industries, July, 1914—January, 1922. Research report no. 52. (New York: National Industrial Conference Board. 1922. Pp. 245. \$2.)

Money, Prices, Credit, and Banking

The Guaranty of Bank Deposits. By THOMAS BRUCE ROBB. (Boston: Houghton Mifflin Company. 1921. Pp. xiv, 225. \$2.25.)

The first twelve years of the history of the experiment in the guaranty of bank deposits carried on in this country in Oklahoma, Kansas, Nebraska, Texas, South Dakota, North Dakota, Mississippi and Washington are the subject of this little book, which belongs to the Hart, Schaffner and Marx series and was awarded second prize in the competition for the year ending June 1, 1919. The historical portion, chapters 3 to 7 inclusive, is preceded by a chapter on the nature of bank credit and by one entitled "Government guaranty of bank credit," and is followed by "The effect of the laws," a conclusion, and a bibliography and index.

The author's discussion of the nature of bank credit is very brief (six pages) and follows traditional lines. He calls attention to the function of banks as intermediaries between the lenders and borrowers of capital and emphasizes particularly what he calls their function as manufacturers of credit. He uses this term to describe what a bank does when it exchanges its notes or a credit balance on a checking account for the notes or other obligations of its customers due in the future. He also speaks in this connection of "the service a bank performs as an insurer of individual credit" (p. 4), but does not apparently note any discrepancy between the use of the terms "manufacturer" and "insurer" of credit as descriptive of the same function of a bank.

In the second chapter he traces the evolution of the problem for which the guaranty of bank deposits has been proposed as a solution, namely, that occasioned by the growth of deposit banking which has made the checking account the chief element in our modern medium of exchange. Before this comparatively recent development the bank note was the chief instrument of commercial banking and an important element in the medium of exchange, and the protection of the note holder was the chief aim of legislation designed for the safeguarding of the banking business. The growth of deposit banking has ren-